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EXTRAORDINARY

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MINISTRY OF TRANSPORT AND COMMUNICATIONS

(Department of Transport)

RESOLUTION

New Delhi, the 23rd August 1958

COMMITTEE FOR THE CLASSIFICATION AND CATEGORISATION OF CLASS III AND CLASS IV
EMPLOYEES OF MAJOR PORTS

No. 23-PLA (91)/58.—In November 1956, the Government of India appointed Shri P. C. Chaudhuri, I.C.S., as Officer on Special Duty to undertake an enquiry into the scales of pay and allowances of Class III and Class IV employees of the Major Ports and to make recommendations for the rationalisation of the pay structure of the various categories, in the light of the recommendations made by the Central Pay Commission (1947) for Central Government employees of comparable status. The recommendations were to aim at bringing about as large a measure of uniformity as possible in the pay scales of posts of the same category in all the Major Ports, provided the duties are the same, on the principle of equal pay for equal work. The decision of Government on the report submitted by him is contained in the Ministry of Transport and Communications, Department of Transport Resolution No. 23-PLA (87)/58, dated the 20th July, 1958. In paragraph 5 of that Resolution the Government of India announced their decision to set up a Committee of five members to undertake the work of classification and categorisation of Class III and Class IV posts in the major ports of Bombay, Calcutta, Madras, Cochin, Kandla and Visakhapatnam. Government have considered this matter further and decided that the composition of the Committee will be as follows:—

1. Shri F. Jeejeebhoy, Chairman.
 2. Shri S. Nanjundiah.
 3. Shri K. M. Palekar.
 4. A Representative of the Port under examination to be appointed by the Port Authority concerned.
 5. Shri G. H. Kale
 6. Shri Makhan Chatterjee
 7. Shri Kali Mukherjee
- } Representatives of labour.

2. The Committee will examine the duties and responsibilities of the various posts and fit them into one or other of the scales of pay given in the attached Schedule, in the light of the scales of pay of posts with comparable duties and responsibilities in other departments of Government. Should the Committee feel that, owing to the existence of

gradations of skill and responsibility or both, the scales given in the schedule cannot be adopted fully in the case of a particular post or group of posts, they are free to suggest breaking up of longer scales (i.e. a scale extending over a number of years such as Rs 60—3—81—E.B.—4—125—5—130) into two or three shorter scales for adoption in those cases. Shorter scales may also be suggested in cases where the method of recruitment is not direct but by departmental promotion or a higher start is justified owing to higher qualifications prescribed for the post. The Committee is not precluded from recommending scales going beyond the indicated maximum if on a comparison of the duties and responsibilities of the categories of the posts in the Ports with the duties and responsibilities of similar categories in other establishments, the weight of evidence is in favour of such recommendation, provided that the scale recommended does not go beyond the scale adopted in the Government Departments for comparable categories.

3. The Committee will also recommend changes, where necessary, in the designation of posts so that standardised nomenclature may be evolved.

4. The Committee will consult the Port authorities and representatives of Labour Unions in the Ports. The Committee will also be free to co-opt at each Port experts or such others as they may consider necessary for facilitating its task. The recommendations of the Committee shall be final and binding on the Port Authorities as well as the Labour.

5. The Committee is requested to make every effort to complete its work and to submit its report within six months.

SCHEDULE

<i>Scale of Pay</i>	<i>Nature of employment</i>
Rs.	
30—1—35	Employments which do not require any skill or learning for initial employment.
35—1—50	Semi-skilled or unskilled supervisory.
40—1—50—2—60 40—2—60	{ Semi-skilled or basic tradesman or higher grades of unskilled supervisory.
60—3—81—EB—4—125—5—130	Skilled (long grade), Lower clerical (indoor and outdoor) or Lower professional.
60—5/2—75	Skilled, Grade III.
75—3—105	Skilled, Grade II.
100—5—130	Skilled Grade I or technical.
80—5—120—EB—8—160	Highly skilled (Grade II), Skilled supervisory, Higher clerical (indoor and outdoor) or Technical subordinate.
80—5—120—EB—8—200—10/2—220	Higher clerical, clerical supervisory (indoor and outdoor), technical supervisory or Technician.
100—5—125—6—155—EB—6—185	Highly skilled (Grade I) or Technical or Skilled supervisory, or Professional.

<i>Scale of Pay</i>		
Rs.		
150—7—185—8—225	.	Higher Technical, or Technical Supervisory, or outdoor supervisory, or employments involving special responsibility.
100—8—140—10—200—EB—10—300	.	Higher technical, or supervisory.
160—10—300	.	Higher ministerial or Higher technical, or supervisory.
200—15—350	}	Higher ministerial, <i>e.g.</i> Office Superintendent, Head Assistant or Head Clerk, Cashiers, Accountant ; professional, <i>e.g.</i> , Junior Medical Officer, Technical Supervisory and other higher posts.
250—15—400		
260—15—440—20—500		
350—15—380—20—500		

ORDER

That a copy of the Resolution be communicated to the interests concerned and that it be published in the Gazette of India for general information.

R. L. GUPTA, Secy.

